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FORT STEWART, GA 31314-5000

AFZP-CG

JUN 28 2023

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commanding General (CG) Policy Letter #13: Harassment Prevention and Response Program

1. References. Army Regulation (AR) 600-20 (Army Command Policy), 24 July 2020.
2. Scope. This policy applies to all Soldiers and Department of Army (DA) Civilians assigned or attached to 3d Infantry Division (3ID) and Soldiers and DA Civilians performing official duties on Fort Stewart, Georgia and Hunter Army Airfield, Georgia. However, it does not apply to DA Civilians wishing to file a harassment complaint as they should seek assistance with their Equal Employment Opportunity (EEO) Office.
3. Purpose. This policy memorandum implements The Army Harassment Prevention and Response Program in accordance with AR 600-20, paragraph 4-19. This policy covers hazing, bullying, discriminatory harassment, online misconduct as well as other acts of misconduct. This policy is punitive in nature and violators may be punished under the Uniform Code of Military Justice (UCMJ) or subject to administrative action. Nothing in this policy is intended to contradict or eliminate any of the content outlined in AR 600-20 (Army Command Policy), 24 July 2020, paragraph 4-19.
4. Policy. 3ID is a values-based organization where everyone is expected to do what is right and to treat all persons as they should be treated -with dignity and respect. 3ID personnel are expected to treat all people with respect in all aspects of life and forms of communication (for example, online or in person). This command is committed to preventing harassment and I expect Army Leaders (Military and DA Civilians) to lead by example and do what is right to prevent abusive treatment of others. Hazing, bullying, discriminatory harassment, online misconduct, and other acts of misconduct undermine trust, violate our ethics, and negatively impact command climate and readiness. These types of actions are prohibited and are neither tolerated in 3ID nor anywhere else in this Army.
5. Definitions. Below are the Army standard definitions of types of harassment and serve as information regarding how to identify the types of harassment.

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a. Hazing. A form of harassment that includes conduct through which Soldiers or DA Civilian employees (who haze Soldiers), without a proper military authority or other governmental purpose but with a nexus to military service, physically or psychologically injures or creates a risk of physical or psychological injury to Soldiers for the purpose of: initiation into, admission into, affiliation with, change in status or position within, or a condition for continued membership in any military or DA Civilian organization. Hazing can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

(1) Hazing is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without proper military authority or other governmental purposes:

(a) Any form of initiation or congratulatory act that involves physically striking, beating, paddling, whipping, or burning another person in any manner or threatening to do the same;

(b) Pressing any object into another person's skin, regardless of whether it pierces the skin, such as "pinning" or "tacking on" of rank insignia, aviator wings, jump wings, diver insignia, badges, medals, or any other object;

(c) Oral or written berating of another person with the purpose of belittling or humiliating;

(d) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts;

(e) Playing abusive or malicious tricks;

(f) Excessive physical exercise;

(g) Confinement to restricted areas, isolation, or sleep-deprivation;

(h) Immersion in noxious substances;

(i) Branding, handcuffing, duct taping, tattooing, shaving, greasing, or painting another person;

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(j) Subjecting another person to excessive or abusive use of water; and

(k) Forcing another person to consume food, alcohol, drugs, or any other substance.

(2) Soliciting, coercing, or knowingly permitting another to participate, solicit or coerce such conduct, may be considered hazing. Soldiers will be held responsible for an act of hazing even if there was actual or implied consent from the victim, without regard to the Service, rank, status, or position of the victim.

b. Bullying. A form of harassment that includes acts of aggression by Soldiers or DA Civilian employees, with a nexus to military service, with the intent of harming a Soldier either physically or psychologically, without proper military authority or other governmental purpose. Bullying is the exposure of an individual or group to physical and/or emotional aggression with the intent to cause distress or harm. Bullying may involve the singling out of an individual from his or her coworkers, or unit, for ridicule because he or she is considered different or weak. It often is indirect or subtle in nature and involves an imbalance of power between the aggressor and the victim. Bullying can be conducted through the use of electronic devices or communications, and by other means including social media, as well as in person.

(1) Bullying is evaluated by a reasonable person standard and includes, but is not limited to, the following when performed without a proper military authority or other governmental purpose:

(a) Physically striking another person in any manner or threatening to do the same;

(b) Intimidating, teasing, name calling, mockery, threats of violence, harassment, taunting, social exclusion, isolating, manipulating, blackmailing, and spreading rumors in which there is often a power differential, whether by rank, position, physical stature, social standing or other measures, between the aggressor (one or more) and the victim (one or more);

(c) Oral or written berating of another person with the purpose of belittling or humiliating;

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(d) Encouraging another person to engage in illegal, harmful, demeaning, or dangerous acts;

(e) Playing abusive or malicious tricks;

(f) Branding, handcuffing, duct taping, tattooing, shaving, greasing, painting, hitting, spitting, shoving another person;

(g) Subjecting another person to excessive or abusive use of water;

(h) Forcing another person to consume food, alcohol, drugs, or any other substance; and

(i) Degrading or damaging another's property or reputation.

(2) Soliciting, coercing, or knowingly permitting another to participate, solicit or coerce such conduct, may be considered bullying. Soldiers will be held responsible for an act of bullying even if there was actual or implied consent from the victim, without regard to the Service, rank status, or position of the victim.

c. Discriminatory harassment. A form of harassment that is unwelcome conduct based on race, color, religion, sex (including gender identity), national origin, or sexual orientation.

d. Other acts of misconduct. Misconduct may or may not meet the definitions above for hazing or bullying yet may violate the dignity and respect of others. Additionally, acts of reprisal or retaliation, as defined in paragraph 5 or other policy, regulation or law, and/or violations against persons as outlined in the UCMJ may violate the provisions of this paragraph.

(1) Harassment is prohibited in all circumstances and environments, including off- duty and "unofficial" unit functions and settings.

(2) Harassment is not limited to superior-subordinate relationships. They may occur between peers or, under certain circumstances, may involve actions directed toward senior personnel by those junior in rank, grade, or position to them.

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(3) Incidents involving sexual assault, harassment, or discrimination must be addressed in accordance with the full display of laws, regulations, and policies pertaining to such allegations. In all cases, appropriate responding and investigative procedures will be followed.

e. Online misconduct. The use of electronic communication to inflict harm. Electronic communication is the transfer of information (signs, writing, images, sounds, or data) transmitted by computer, phone or another electronic device. Electronic communications include, but are not limited to text messages, emails, chats, instant messaging, screensavers, blogs, social media sites, electronic device applications, and Web/video conferencing. Examples of online misconduct include, but are not limited to hazing, bullying, harassment, discriminatory harassment, stalking, retaliation, or any other types of misconduct that undermines dignity and respect. When using electronic communication devices, Army personnel should apply "Think, Type, and Post": "Think" about the message being communicated and who could potentially view it; "Type" a communication that is consistent with Army values; and "Post" only those messages that demonstrate dignity and respect for self and others.

(1) Commanders and leaders are to reinforce a climate where current and future Army personnel, including Soldiers and DA Civilian employees understand that online misconduct is inconsistent with Army values and where online-related incidents are prevented, reported, and where necessary addressed at the lowest possible level.

(2) Personnel experiencing or witnessing online misconduct should promptly report matters to the chain of command/supervision. Alternative avenues for reporting and information include Family Support Services, Military Equal Opportunity, Equal Employment Opportunity, Sexual Harassment/Assault Response and Prevention, and Army Law Enforcement.

f. The imposition of necessary or proper duties and the requirement of their performance does not violate this policy even though the duties may be arduous, hazardous, or both. Harassment does not include properly directed command activities, that serve a legitimate purpose, or the requisite training activities required to prepare for such activities. When authorized by the chain of command and/or operationally required, the following activities do not constitute hazing or bullying;

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- (1) The physical and mental hardships associated with operations or operational training.
 - (2) Lawful punishment imposed pursuant to the UCMJ.
 - (3) Administrative corrective measures, including verbal reprimands and command authorized physical exercises.
 - (4) Extra military instruction or corrective training that is a valid exercise of military authority intended to correct a Soldier's deficient performance in accordance with AR 600- 20, paragraph 4-6.
 - (5) Physical training (PT) and remedial PT.
 - (6) Other similar activities that are authorized by the chain of command and conducted in accordance with this or another applicable regulation.
6. Reporting. Army personnel should report harassment (hazing, bullying, discriminatory harassment) to their commander/supervisor, the Military Equal Opportunity (MEO) Office, or law enforcement. Individuals should report cases of sexual assault and sexual harassment as described in chapter 7 of AR 600-20. In addition to your supervisor and chain of command, avenues for reporting, filing complaints, and information include: Family Support Services, Military Equal Opportunity, (MEO) Office, EEO Office (DA Civilians), Sexual Harassment Assault Response and Prevention, and Army Law Enforcement.
7. Training. A training and awareness program coupled with appropriate disciplinary measures is key to the elimination of hazing and bullying. Commanders at all levels are responsible for ensuring all supervisors, Soldiers, DA Civilians, and Family members are aware of what constitutes hazing and bullying and the available avenues of redress.
8. Reprisal and Retaliation. Personnel who report incidents and all complainants and victims will be protected from acts or threats of reprisal and retaliation.
9. Every member of this command must make it his or her priority to ensure everyone is treated with dignity and respect, on and off post. We must work together to eliminate actions and behaviors that undermine trust, violate our ethic,

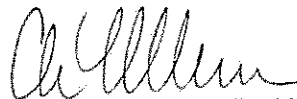
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and negatively impact command climate and readiness. I expect Leaders, Soldiers, and DA Civilians to continue to reinforce a climate that is consistent with the Army Values and where behaviors violating this policy are prevented, reported, and where necessary addressed at the lowest possible level.

10 Expiration Date. This policy is effective immediately and will remain in effect until suspended, revoked, or superseded.

11. The point of contact for this policy memorandum is the 3ID MEO Office at 912-767-2003/2903 or at usarmy.stewart.3-id.list.eo@mail.mil.



CHRISTOPHER R. NORRIE
Major General, USA
Commanding

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2d Armored Brigade Combat Team, 3d Infantry Division
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3d Combat Aviation Brigade, 3d Infantry Division
All tenant units and organizations on Fort Stewart
All tenant units and organizations on Hunter Army Airfield